

**House File 325 - Introduced**

HOUSE FILE 325

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**A BILL FOR**

1 An Act relating to administrators of school districts and area  
2 education agencies and providing a penalty.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 256.9, subsection 51, Code 2011, is  
2 amended to read as follows:

3 51. a. Develop Iowa standards for school district and  
4 area education agency administrators, including knowledge and  
5 skill criteria, and develop, based on the Iowa standards for  
6 administrators, mentoring and induction, evaluation processes,  
7 and professional development plans pursuant to chapter 284A.  
8 The criteria shall further define the characteristics of  
9 quality administrators as established by the Iowa standards for  
10 school administrators.

11 b. Define the qualifications, duties, and responsibilities  
12 of school district and area education agency administrators,  
13 other than superintendents and chief administrators, which  
14 a school district or area education agency shall use in  
15 determining administrator salaries in accordance with section  
16 273.3A, subsection 2, or section 279.25A, subsection 2, as  
17 appropriate.

18 Sec. 2. Section 273.3, subsection 11, Code 2011, is amended  
19 to read as follows:

20 11. Employ personnel to carry out the functions of the  
21 area education agency which shall include the employment of an  
22 administrator who shall possess a license issued under chapter  
23 272. The administrator shall be employed pursuant to section  
24 279.20 and sections 279.23, 279.24, and 279.25. The salary for  
25 an area education agency administrator shall be established by  
26 the board based upon the previous experience and education of  
27 the administrator. However, the salary limitations and the  
28 penalty established pursuant to section 273.3A shall apply.  
29 Section 279.13 applies to the area education agency board  
30 and to all teachers employed by the area education agency.  
31 Sections 279.23, 279.24, and 279.25 apply to the area education  
32 board and to all administrators employed by the area education  
33 agency.

34 Sec. 3. NEW SECTION. 273.3A **Administrative salary limits —**  
35 **state aid penalty.**

1 1. If a chief administrator is employed by an area education  
2 agency pursuant to section 273.3, the maximum annual base  
3 salary paid by the board of directors of the area education  
4 agency to the chief administrator, if the chief administrator  
5 is not employed jointly with another area education agency,  
6 shall not exceed an amount equivalent to two and one-half times  
7 the highest maximum annual base teacher salary paid by a school  
8 district located within the boundaries of the area education  
9 agency, exclusive of extra duty pay.

10 2. If an administrator as defined pursuant to section  
11 256.9, subsection 51, paragraph "b", is employed by an area  
12 education agency pursuant to section 273.3, the maximum  
13 annual base salary paid by the board of directors of the area  
14 education agency to a principal or assistant administrator, if  
15 the administrator is not employed jointly with another area  
16 education agency, shall not exceed an amount equivalent to one  
17 and three-fourths times the highest maximum annual base teacher  
18 salary paid by a school district located within the boundaries  
19 of the area education agency, exclusive of extra duty pay.

20 3. An administrator who meets the requirements of  
21 subsection 1 or 2 is ineligible for extra duty pay from an area  
22 education agency.

23 4. If the department of education determines that an area  
24 education agency is not in compliance with this section, the  
25 department shall instruct the director of the department  
26 of management to withhold state aid to the area education  
27 agency in an amount equivalent to the amount by which the area  
28 education agency exceeded the limits established pursuant to  
29 this section.

30 **Sec. 4. NEW SECTION. 279.25A Administrator salary limits —**  
31 **state aid penalty.**

32 1. The maximum annual base salary paid by the board of  
33 directors of a school district to the superintendent of the  
34 school district, if the superintendent is not employed jointly  
35 with another school district under section 280.15, shall not

1 exceed an amount equivalent to two and one-half times the  
2 highest maximum annual base teacher salary, exclusive of extra  
3 duty pay, paid by the school district.

4 2. The maximum annual base salary paid by the board of  
5 directors of a school district to an administrator as defined  
6 pursuant to section 256.9, subsection 51, paragraph "b", if  
7 the administrator is not employed jointly with another school  
8 district under section 280.15, shall not exceed an amount  
9 equivalent to one and three-fourths times the highest maximum  
10 annual base teacher salary, exclusive of extra duty pay, paid  
11 by the school district.

12 3. An administrator who meets the requirements of  
13 subsection 1 or 2 is ineligible for extra duty pay from a  
14 school district.

15 4. If the department of education determines that a school  
16 district is not in compliance with this section, the department  
17 shall instruct the director of the department of management  
18 to withhold state aid to the school district in an amount  
19 equivalent to the amount by which the school district exceeded  
20 the limits established pursuant to this section.

21 EXPLANATION

22 This bill limits the maximum annual base salary paid by  
23 the board of directors of school districts and area education  
24 agencies (AEAs) to administrators, and directs the director  
25 of the department of education to define the qualifications,  
26 duties, and responsibilities of school district and AEA  
27 administrators, which the school districts and AEAs must use in  
28 determining administrator salaries.

29 The bill limits the maximum annual base salary paid to a  
30 superintendent of the school district or chief administrator  
31 of an AEA, if the superintendent or chief administrator is  
32 not employed jointly with another school district or AEA,  
33 respectively, to not more than an amount equivalent to 2.5  
34 times the highest maximum annual base teacher salary, exclusive  
35 of extra duty pay, paid by the school district or, in the case

1 of the chief administrator of an AEA, paid by a school district  
2 within the boundaries of the AEA.

3 For administrators as defined by the director, the amount  
4 is limited to an amount equivalent to 1.75 times the highest  
5 maximum annual base teacher salary, exclusive of extra duty  
6 pay.

7 The bill provides that administrators under these salary  
8 restrictions are ineligible for extra duty pay.

9 If the department of education determines that a school  
10 district or AEA is noncompliant, the department shall instruct  
11 the director of the department of management to withhold state  
12 aid to the school district or AEA in an amount equivalent to  
13 the amount by which the school district or AEA exceeded the  
14 compensation limits.